

**MOTION BY SUPERVISORS MARK RIDLEY-THOMAS  
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**April 15, 2014**

**Management Appraisal and Performance Plan Redesign**

The Management Appraisal and Performance Plan (MAPP) is the tool currently used to evaluate the performance of non-represented management employees including department heads and various supervisory staff throughout the County of Los Angeles (County). Since its approval by the Board of Supervisors (Board) in 1996, a key feature of the MAPP has been its use as the basis for changes in compensation when conducting performance evaluations. This performance-based compensation aspect was intended to motivate employees, improve productivity, and assist with achieving Countywide strategic goals.

In spite of Board-approved changes to the MAPP in 2007, the MAPP process has become cumbersome and its efficacy is questionable. Working through the County of Los Angeles' (County) Human Resources Executive Advisory Committee, the Department of Human Resources (DHR) and the Chief Executive Office (CEO) have begun gathering preliminary information that will be used in the consideration of an overall redesign of the MAPP that is scheduled to be completed by October 2014.

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The goals of the MAPP redesign are to clarify performance expectations, enhance employee productivity, align behavior with Countywide and departmental missions, provide data for decision-making, improve communication and create an efficient and consistent process. As qualitative improvements in MAPP are contemplated, it is important to ensure that compensation equity exists currently and continues to be maintained. The DHR and CEO review of the efficacy of the MAPP should include an assessment of any negative impacts to compensation that resulted from the Board's last approval to changes in MAPP and recommend how the issues could and should be addressed.

**WE THEREFORE MOVE THAT THE BOARD OF SUPERVISORS:**

Direct the Chief Executive Officer to report back in writing as part of the fiscal year 2014-2015 Budget Deliberations in June with:

- 1) A Countywide assessment of outstanding Management Appraisal Performance Plan (MAPP) compensation issues, including salary inequities, by County department as a result of the Board-approved MAPP changes in 2007;
- 2) Potential actions that could be taken to resolve the identified issues; and
- 3) Potential adjustments to compensation that would be required to implement any new changes recommended as a result of the Department of Human Resources and Chief Executive Office MAPP redesign efforts targeted for completion in October 2014.

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